

# Northern Trust North America Custom ESG Equity Index Fund

EOS at Federated Hermes

## Engagement by region

Over the last quarter we engaged with **216** companies held in the Northern Trust North America Custom ESG Equity Index Fund portfolios on a range of **569** environmental, social and governance issues and objectives.

### Global

We engaged with **216** companies over the last quarter.



- Environmental 17.0%
- Social and Ethical 15.1%
- Governance 54.0%
- Strategy, Risk and Communication 13.9%

### Europe

We engaged with **seven** companies over the last quarter.



- Environmental 18.8%
- Social and Ethical 12.5%
- Governance 62.5%
- Strategy, Risk and Communication 6.2%

### North America

We engaged with **200** companies over the last quarter.



- Environmental 17.3%
- Social and Ethical 15.2%
- Governance 53.1%
- Strategy, Risk and Communication 14.5%

### United Kingdom

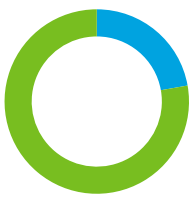
We engaged with **two** companies over the last quarter.



- Environmental 20.0%
- Governance 80.0%

### Emerging & Developing Markets

We engaged with **seven** companies over the last quarter.



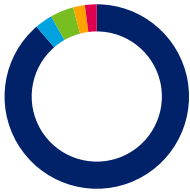
- Social and Ethical 22.2%
- Governance 77.8%

## Engagement by theme

Over the last quarter we engaged with **216** companies held in the Northern Trust North America Custom ESG Equity Index Fund portfolios on a range of **569** environmental, social and governance issues and objectives.

### Environmental

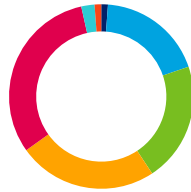
Environmental topics featured in **17.0%** of our engagements over the last quarter.



- Climate Change **88.7%**
- Forestry and Land Use **3.1%**
- Pollution and Waste Management **4.1%**
- Supply Chain Management **2.1%**
- Water **2.1%**

### Social and Ethical

Social and Ethical topics featured in **15.1%** of our engagements over the last quarter.



- Bribery and Corruption **1.2%**
- Conduct and Culture **18.6%**
- Diversity **20.9%**
- Human Capital Management **24.4%**
- Human Rights **31.4%**
- Labour Rights **2.3%**
- Tax **1.2%**

### Governance

Governance topics featured in **54.0%** of our engagements over the last quarter.



- Board Diversity, Skills and Experience **16.6%**
- Board Independence **8.5%**
- Executive Remuneration **61.9%**
- Shareholder Protection and Rights **11.4%**
- Succession Planning **1.6%**

### Strategy, Risk and Communication

Strategy, Risk and Communication topics featured in **13.9%** of our engagements over the last quarter.



- Audit and Accounting **6.3%**
- Business Strategy **25.3%**
- Cyber Security **20.3%**
- Integrated Reporting and Other Disclosure **30.4%**
- Risk Management **17.7%**

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